

Pengaruh motivasi intrinsik dan work-life balance terhadap kinerja organisasi dengan mediasi komitmen afektif = Owners intrinsic motivation and work life balance on SMEs performance the mediating effect of affective commitment

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Abstrak

Usaha Kecil dan Menengah UKM di Indonesia memiliki peran penting dalam ekonomi Indonesia. UKM dianggap sebagai pilar ekonomi untuk mencapai kesetaraan dan kesejahteraan. Penelitian sebelumnya menyatakan bahwa keberhasilan UKM tergantung pada kinerjanya. Berbagai penelitian menunjukkan bahwa motivasi intrinsik, work-life balance, dan komitmen afektif memiliki dampak positif terhadap kinerja organisasi. Tujuan penelitian ini adalah untuk mengetahui pengaruh motivasi intrinsik dan work-life balance terhadap kinerja organisasi dengan mediasi komitmen afektif. Work-life balance telah menjadi topik menarik dalam praktik SDM, namun penelitian mengenai work-life balance pada UKM masih kurang. Pengumpulan data dalam penelitian ini dilakukan melalui survei menggunakan kuisisioner terhadap pemilik UKM di Sulawesi Selatan dengan jumlah responden sebanyak 770. Dalam penelitian ini, motivasi intrinsik dan work-life balance memiliki dampak yang signifikan dan positif terhadap komitmen afektif. Sementara itu, hanya motivasi intrinsik memiliki dampak yang signifikan dan positif terhadap kinerja organisasi. Peran komitmen afektif sebagai mediator terbukti untuk kinerja non-finansial.

.....Small and Medium Enterprises SMEs in Indonesia have an important role in the Indonesian economy. SMEs are considered as economic pillars to achieve equality and prosperity. Moreover, SMEs have a large contribution to Indonesia 39 s GDP. Previous research suggested that success of SMEs depends on their performance. Previous studies show that intrinsic motivation, work life balance, and affective commitment have a positive impact on organizational performance. The purpose of this study is to determine the impact of intrinsic motivation and work life balance on organizational performance with the mediation of affective commitment. Work life balance has become an interesting topic in HR practice, but work life balance research on SMEs is still lacking. Data collection in this study was conducted through a survey using questionnaires to the owners of SMEs in South Sulawesi with the number of respondents as much as 770. In this study, intrinsic motivation and work life balance have a significant and positive impact on affective commitment. Meanwhile, only intrinsic motivation has a significant and positive impact on organizational performance. The role of affective commitment as a proven mediator for non financial performance. Key words SMEs, organizational performance, work life balance, affective commitment, intrinsic motivation.